




Coaching Cadres in Posyandu Management in Ranah Singkuang Village, Kampar Regency

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Abstract

The implementation of convergence action through cadre coaching at posyandu activities is very important for early detection of child growth and development. Posyandu can be the main vehicle for improving stunting prevention education. The implementation of posyandu activities is carried out with a 5-table system, namely registration, height and weight measurement, recording, nutrition counseling, and health services. The purpose of this service activity is to provide training to cadres to increase the knowledge and skills of cadres in managing posyandu. The method in this activity is to provide training to cadres in the form of book media. This activity was attended by 12 cadres. The understanding of the material provided is about posyandu management in the 5 tables system which includes weighing and measuring toddlers, calculating the age of toddlers, and plotting on KMS. Measurement indicators using pre and post-test questionnaires. The results showed that pre-test, as many as 8.3% of cadres' knowledge was good, 75%, the cadres had sufficient knowledge and as many as 16.7% had less knowledge. The results of the cadres' posttest, as many as 16.7% of cadres' knowledge became good, 83.3% had sufficient knowledge. The knowledge of the cadres has been improved, because based on the results of the post-test the level of knowledge of the cadres is no longer lacking regarding

A. Introduction

The implementation of convergence action through cadre coaching at posyandu activities is very important for early detection of child growth and development. Posyandu can be the main vehicle for improving stunting prevention education. The implementation of posyandu activities is carried out with a 5-table system, namely registration, height and weight measurement, recording, nutrition counseling, and health services. The 2nd and 3rd table tasks are important in determining how the nutritional status of infants under five, especially the status of height for age to detect stunting. The determination of a child's stunting is based on anthropometric measurements of body length/height. For this reason, it is necessary to have the correct and accurate measurement tools and anthropometric techniques, so that the resulting data can be evaluated correctly. Therefore, the skills of posyandu cadres play an important role so that there are no errors in the process of measuring nutritional status (Purwaningsih & Supatmi, 2021).

Refresher of knowledge and skills to posyandu cadres is effective and influences posyandu cadres in carrying out their duties at the posyandu (Octavia & Laraeni, 2017). Based on research by Fitri, et al on Refreshing Posyandu Cadres in Anthropometric Measurements in the Working Area of the Sidomulyo Pekanbaru Health Center, the results of cadre knowledge in posyandu measurements increased after refreshing posyandu cadres in anthropometric measurements (Fitri & Restusari, 2019).

According to the Ministry of Health's 2020 Data on the Indonesian Health Profile, the total number of Puskesmas in Indonesia until December 2020 was 10,205 Puskesmas, consisting of 4,119 inpatient

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Puskesmas and 6,086 non-inpatient Puskesmas. However, when viewed from the quality aspect, there are still many problems including the completeness of facilities and the skills of cadres who are less trained. The low knowledge and skills of posyandu cadres in anthropometric measurements, ranging from how to install and mark measuring instruments, weighing, measuring body length, and height of toddlers to recording the measurement results have an impact on inaccurate data collection and reporting of nutritional status.

The role of cadres in posyandu activities is so great because cadres play an active role when before the posyandu opening day, during the posyandu opening day, and after the posyandu opening day. Where before the opening day of posyandu, cadres will provide information to the community and make an appeal to toddlers so that they can mobilize the community to come to posyandu. During the posyandu opening day, cadres will provide friendly and satisfying services to the community so that they can make the community interested in continuing to visit the posyandu. After the posyandu opening day, cadres will collaborate with midwives, community leaders, regional leaders, and cross-sectors in an effort to improve posyandu activities (Didah, 2020).

The error in anthropometric measurements in toddlers can be an influencing factor in declaring someone at risk of stunting, so training and mentoring of cadres in posyandu management, nutrition education and counseling, including anthropometric measurements are needed. It is hoped that training and mentoring on nutrition issues and posyandu management back to posyandu cadres can reduce stunting cases. Therefore, training for Posyandu cadres is one of the efforts to increase the capacity and ability of Posyandu cadres (Purwaningsih & Supatmi, 2021).

B. Research Methods

The method of activity in this case is training to cadres in Ranah Singkuang Village. This activity was carried out from January 2022 to July 2023 in Ranah Singkuang Village, Kampar Regency. The participants of this activity were 12 cadres. Understanding the material provided in this activity about posyandu and its management the material provided about the 5 table posyandu system, about weighing and measuring the height of toddlers, calculating the age of toddlers and plotting KMS toddlers.

Activities are carried out with the following stages; 1) Pre-test activities, conducted tests to determine the cadres' description of posyandu management. This activity is carried out using a questionnaire. 2) Submission of Material, which was carried out by the community service team, the delivery of material was carried out in the hall with the method of lecture and discussion using infocus media and standing banners that had been prepared by the community service team. Respondents were given the opportunity to ask questions about the material that had been delivered (question and answer). 3) Post-test activities, tested how much knowledge increase on the material that has been delivered. This activity is carried out by distributing post-tests using questionnaires. Furthermore, community service activities are to provide assistance to cadres when they go directly to the posyandu. This activity looks at the application of the material that has been given to the cadres.

C. Result and Discussion

This community service activity uses book media in increasing the knowledge of cadre mothers in posyandu management. This book explains the role of cadres in posyandu activities. This book also contains the 5 tables work system in posyandu. Book making was carried out in February - March 2023. This book is designed to make it easier for cadres to get information about monitoring the growth of toddlers in posyandu, the role of cadres before the opening day, during the opening day, after the opening day of posyandu. Furthermore, regarding the 5 table posyandu system, table 1 about recording participants who come to the posyandu, table 2 about how to weigh in the posyandu, preparation and measurement of dacin tools, digital scales, body length measuring instruments, namely infantometer and microtoise, and further explaining about growth and development according to age. Table 3 on how to fill out the Towards Health Card (KMS), calculating the age of toddlers, how to polish and interpret the results of weighing body weight according to age, height according to age, weight according to length, and body mass index according to age. Table 4 contains nutrition counseling and services for infants, toddlers, pregnant women, pregnant women, and women. In this section, trained posyandu cadres are tasked with providing education according to the health conditions of each individual. Table 5 contains the provision of immunizations, family planning, iron tablets, vitamin A, worm medicines, and so on carried out at table 5 by medical officers or midwives.

The training was provided in the form of lectures and discussions aimed at providing education on posyandu management and the role of cadres on posyandu days. The material was delivered directly by lecturers of Poltekkes Kemenkes Riau as part of the community service team.



Figure 1. Submission of Materials by the Community Service Team of the Health Polytechnic of Riau

Before presentation of the material took place to find out the initial knowledge of posyandu cadres, the community service team conducted a pre-test to the cadres using a questionnaire containing 15 questions about the material from the previously made book. The cadres who were hadir during the presentation of material on posyandu management for cadres seemed focused and enthusiastic listening to the delivery of the material provided. Furthermore, a question and answer session was held and followed by a post-test activity to measure the knowledge of the cadres after the intervention.



Figure 2. Pre-test questionnaire filling

Table 1. Characteristics of Respondents

No.	Characteristics of Respondents	n	%
1.	Age		
	- Late adolescence (17 – 25 tahun)	2	16,7
	- Early adulthood (26 – 35 tahun)	8	66,6
	- late adulthood (36 – 45 tahun)	2	16,7
	Total	12	100
2.	Latest education		
	- Out of School	1	8,3
	- Packet c	1	8,3
	- Junior High School	2	16,7
	- Senior High School	8	66,7

No.	Characteristics of Respondents	n	%
	Total	12	100

The cadres in the posyandu in Ranah Singkuang Village have the highest age of early adulthood from 26 - 35 years as much as 66.7%. And the last education is high school graduates as much as 66.7%. Before being given presentation of material by the community service team, the cadres were given a pre-test first to see the level of knowledge of the cadres before being given the material.

Based on the results of the pres test, as many as 8.3% of cadres' knowledge is good, 75%, the cadres have sufficient knowledge and as many as 16.7% have less knowledge. This means that there are still many cadres who do not understand about posyandu and its management. After being presented with the post-test results of the cadres, as many as 16.7% of cadres' knowledge became good, 83.3% of sufficient knowledge. The knowledge of the cadres has increased, because based on the results of the post-test the level of knowledge of the cadres is no longer lacking regarding management in the posyandu.

Giving basic information to cadres about posyandu is very important. This is in accordance with [Chahyanto et al., \(2019\)](#), proving that there is an average difference between knowledge scores before and after providing basic posyandu information through cadre refresher activities with a value of " $p = 0.000$ " ($p < 0.05$). This means that providing basic posyandu information material through refresher activities to respondents in this study can increase respondents' knowledge.

Poor cadre knowledge leads to cadre inactivity in implementing Posyandu. This may occur because cadres have never received Posyandu cadre training ([Akbar et al., 2015](#)). This needs to be an evaluation for health agencies. Health workers have a role in the implementation of Posyandu including guiding cadres in the implementation of Posyandu. Posyandu cadre training can be held with the aim that cadres can understand their roles and duties in managing Posyandu ([Kementrian Kesehatan Republik Indonesia, 2019](#)). Because Posyandu management is very dependent on the activeness of health cadres and the agencies that guide them. Especially when the world is in the period of the COVID-19 pandemic which hampers Posyandu services. Health agencies that foster Posyandu need to increase activities that can increase the role of health cadres during the pandemic ([Rosidin et al., 2021](#)).

Research conducted by [Misbah & Tansah \(2017\)](#), there is a significant relationship between Knowledge and the Role of Posyandu Cadres in Warunggunung District. With an OR value of 3.77 which means that cadres who have less knowledge are almost 4 times less likely to have a role as posyandu cadres, compared to cadres who have good knowledge. The role of a cadre is very important compared to ordinary people in general. A cadre is a volunteer from the local community who is considered to have enough influence on the local community environment and is considered capable of providing health services.

In addition to knowledge, the training also improved cadres' skills in management of posyandu. Previously, the cadres did not know how to weigh children properly using a dacin. The cadres still weigh children under five by wearing sandals or shoes and carrying other items when the child has been weighed. In addition, the cadres are also wrong in measuring the height of the child, which in measuring the child is still using sandals. In addition, the accuracy of cadres in plotting the measurement results of toddlers is also increasing.

In addition to knowledge of cadre skills is also important in the successful implementation of posyandu. Posyandu cadre skills are one of the keys to success in the service system at Posyandu, because with skilled cadre services will get a positive response from mothers of toddlers so that it seems friendly, good, regular service this is what encourages mothers to diligently go to Posyandu ([Lubis, 2015](#)).

The skills of cadres in carrying out anthropometric measurements are also very important in managing posyandu. Research by [Rahayu \(2017\)](#), at Posyandu Kelurahan Karangasem Yogyakarta showed that almost half (45.8%) of cadres had insufficient knowledge about anthropometric measurements. This has a significant effect on the low skills of cadres, where 25% of cadres have poor skills in anthropometric measurements (p value = 0.019). One of the causes of the low knowledge and skills of posyandu cadres regarding anthropometric measurements is the lack of support in the form of training ([Fitriani & Purwaningtyas, 2020](#)).

The skills of cadres after the training were better than before. The cadres better understand how to calculate the age of toddlers and do plotting on KMS. Training a cadre on KMS filling will increase the cadre's knowledge, so it will also affect the accuracy of the cadre in filling KMS. By getting training, it is expected that cadres will become more understanding and skilled in filling KMS so that the results obtained are more accurate ([Nurlisis & Handana, 2017](#)).

Research conducted by Octavia & Laraeni (2017), the results found $p < 0.05$, it can be concluded that there is an effect of providing cadre refreshment on the knowledge and skills of cadres. nutrition cadre training turned out to increase the knowledge and skills of cadres in Posyandu activities, but overall monitoring of posyandu activities by health workers is expected to be carried out continuously so that the knowledge and skills of nutrition cadres are maintained.

An active cadre can act as a motivator and counselor to the community. The role of health cadres in weighing toddlers is one of the efforts made to help the community in solving health problems related to toddlers. Weighing is one way to monitor the growth of toddlers, which is a very important activity carried out to determine the presence of growth problems in toddlers. This activity also plays a role in supporting nutrition improvement efforts so that weighing activities need to be carried out every month (Krisdayani & Fadhilah, 2023).

According to Megawati & Wirdamidardja (2019), training for cadres is rarely held, in a month there is no training or more than once a month. Usually, training is only aimed at cadre leaders. Training is held by the Puskesmas or Unpad students. Cadres feel that training is very helpful and important to gain insight in providing services and managing posyandu. The cadres feel that they benefit from their work, cadres really hope to understand toddler nutrition and stunting prevention and get training materials from experts. This is in line with research conducted by the results of the training evaluation showed an increase in the knowledge, attitudes and ability of cadres to detect stunting. Overall, there was an increase in cadre knowledge scores before and after cadre training by 19.36 points, and an increase in attitude scores by 20.17 points.

D. Conclusion

There was an increase in the knowledge and skills of cadres in carrying out posyandu activities, namely the 5 tables system in posyandu including weighing, measuring height, calculating the age of toddlers and plotting on KMS.

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